

EMPLOYEE BENEFIT SUMMARY

UNIT XL

Limited Term Non-Safety Management

Paydays: Biweekly on Fridays

Life Insurance: \$50,000 Term Life

Floating Holiday: 1 day per calendar year

Health Flexible Spending Accounts:

Professional Leave: 10 days per calendar year

- Employee may contribute up to \$2,600 annually, on a pre-tax basis, to the Flexible Spending Account (FSA)
- Employee may contribute up to \$5,000 annually, on a pre-tax basis, to the Dependent Care Assistance Program (DCAP)

Paid Leave:

Type of Paid Leave: Annual Leave	
Years of Completed Continuous County Service	Accrual
Zero to 2 years	23 days
After 2 years up to 6 years	25 days
Accrual Maximum:	368 hours

Employee Physicals:

Full-time unit members are eligible to receive a physical examination once every year at NMC by a County physician. To schedule an appointment, contact Natividad Medical Group at (831)759-0674.

Holidays: 10 paid holidays plus Christmas Eve when December 24th falls on a Monday-Thursday.

Retirement Plan: [California State Public Employees' Retirement System \(CalPERS\)](#). Up to 4 years of military service credits available at employee's expense. CalPERS will have final determination of Classic vs. PEPRA membership.

Health Insurance: Available to eligible employees and dependents. Cafeteria style benefit plan is available offering a variety of pre- and post-tax options including health, dental, and vision insurance, and private supplemental insurance policies. Coverage is effective the 1st of the month following hire date, subject to timely enrollment. Elective county contributions (flex credits) vary. Access to, and use of, flexible credits is contingent upon employee enrollment into a medical plan.

PEPRA Member	2% @ 62
Employee Share of Cost	6.25%
(1/2 of normal cost as determined by CalPERS)	
Final Compensation	Three Year Average
 Classic Member	 2% @ 55
Employee Share of Cost	7%
Final compensation	Single Highest Year

Medical: CalPERS Health Insurance Program

- Preferred Provider Organization (PPO)
- Exclusive Provider Organization (EPO)
- Health Maintenance Organization (HMO)

Dental: Pacific Health Alliance

- \$2,000 annual max. per covered person
- \$1,500 lifetime max. orthodontia benefit per covered person

Vision: Vision Service Plan (VSP)

- Exam, lenses, and frames available every 12 months
- Computer vision glasses available, subject to eligibility

Social Security: Yes*

MediCare: Yes

Disability: County paid UNUM Disability Insurance

Deferred Compensation 457(b) Plan: Yes

PLEASE NOTE: The information listed above is intended to provide a general summary of benefits available to Monterey County employees and is not legally binding. The benefits to which an individual is entitled vary depending on bargaining unit.

Contact Employee Benefits at 831-755-5004 for additional information.

*Water Resource Agency (WRA) employees if hired after or opted in prior to 01/01/2011.